

106TH CONGRESS  
2D SESSION

# H. R. 284

---

---

## AN ACT

To amend title 38, United States Code, to require employers to give employees who are members of a reserve component a leave of absence for participation in an honor guard for a funeral of a veteran.



106TH CONGRESS  
2D SESSION

# H. R. 284

---

## AN ACT

To amend title 38, United States Code, to require employers to give employees who are members of a reserve component a leave of absence for participation in an honor guard for a funeral of a veteran.

1       *Be it enacted by the Senate and House of Representa-*  
2   *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2       This Act may be cited as the “Honor Guard for Vet-  
3 erans Empowerment Act”.

4 **SEC. 2. EMPLOYERS REQUIRED TO GRANT LEAVE OF AB-**  
5 **SENCE FOR EMPLOYEES TO PARTICIPATE IN**  
6 **HONOR GUARDS FOR FUNERALS OF VET-**  
7 **ERANS.**

8       (a) DEFINITION OF SERVICE IN THE UNIFORMED  
9 SERVICES.—Section 4303(13) of title 38, United States  
10 Code, is amended—

11           (1) by striking “and” after “National Guard  
12 duty”; and

13           (2) by inserting before the period at the end “,  
14 and a period for which a person is absent from em-  
15 ployment for the purpose of performing funeral hon-  
16 ors duty as authorized by section 12503 of title 10  
17 or section 115 of title 32.”.

18       (b) REQUIRED LEAVE OF ABSENCE.—Section 4316  
19 of such title is amended by adding at the end the following  
20 new subsection:

21       “(e)(1) An employer shall grant an employee who is  
22 a member of a reserve component an authorized leave of  
23 absence from a position of employment to allow that em-  
24 ployee to perform funeral honors duty as authorized by  
25 section 12503 of title 10 or section 115 of title 32.

1       “(2) For purposes of section 4312(e)(1) of this title,  
2 an employee who takes an authorized leave of absence  
3 under paragraph (1) is deemed to have notified the em-  
4 ployer of the employee’s intent to return to such position  
5 of employment.”.

6       (c) EFFECTIVE DATE.—The amendments made by  
7 subsections (a) and (b) shall take effect 180 days after  
8 the date of the enactment of this Act.

Passed the House of Representatives October 3,  
2000.

Attest:

*Clerk.*